

SEPTEMBER 2013 York Branch NEWS LETTER

Association of Postal Officials of Canada York Branch
Next General Meeting is September 15th 2013 at 10:00 hr
2750 14th Avenue Unit G-14 Markham, ON. L3R 0B6

TIME SENSITIVE MATERIAL ENCLOSED - APOC YORK ELECTIONS

Our York Branch elections occur every 3 years after the National Convention. In accordance with our Branch Constitution, all elected offices become available to eligible members. Based on nominations that occurred at the July General Membership meeting, several candidates were acclaimed. 2 offices are up for election, being those of Branch President and Gateway Vice-President. Now is the time to exercise your franchise. In the words of Abraham Lincoln:

“ELECTIONS BELONG TO THE PEOPLE. IT'S THEIR DECISION. IF THEY DECIDE TO TURN THEIR BACK ON THE FIRE AND BURN THEIR BEHINDS, THEN THEY WILL JUST HAVE TO SIT ON THEIR BLISTERS.”

BALLOTS MAILED AUGUST 26, 2013 – RETURN DEADLINE SEPTEMBER 13, 2013

*****NEW FOR 2013***** Additional Candidate Information available on our website at: **www.apocyork.com**

Our Election Committee is: Mark Galea, Titus Luces and Lawina Notario. Best wishes to all our candidates.

Lance Graham President president@apocyork.ca APOC York Branch Tel: 416.432.2137 Fax: 905.479.4290
Fellow Members, it is time again for election, therefore I will restrict my comment in our News Letter only to say; When you receive your ballot in your News Letter use your Democratic Rights and "Vote". Thank you.

Stone Blemano Vice President Gateway wlpvice@apocyork.ca 416-459-1871

LET YOUR CONCERNS BE KNOWN NOW!

UPCOMING APOC COLLECTIVE AGREEMENT NEGOTIATIONS

I will like to remind all members again that the APOC collective agreement will be expiring in March 2014. We do not have to wait to the last minute before we start submitting our concerns. The earlier we submit our concerns the better it will be for the negotiating team to prepare ahead of time.

One of the areas of concern was the amalgamation for the so called support or enablers to OP1 position. We all know that these positions were special. To be able to perform the TCR, Training, RSMC and TCO jobs to name a few requires special skills. After bundling these positions altogether with one classification, the Corporation was initially put in a corner and accepted that an OP1 is an OP1 and supervisors will not be required to have special skills to bid for these enablers' positions. In no time did the Corporation realize that these jobs required special skills. In the course of the current collective agreement the Corporation has changed its requirements for some of the enablers' jobs and now made it more difficult for OP1 supervisors to move to certain OP1 jobs. It is clear to APOC members that these enablers' jobs have to be reclassified to reflect the reality of what is required to do these jobs.

I will advise all members working in these enablers jobs to start preparing documents that will help the APOC National office to build its case. There are intricate details of job functions and skill sets that the supervisors working in these areas will help the negotiators to identify why these jobs are special and different for regular OP1 positions.

There are also major concerns with the current article on seniority and its ultimate impact on bidding rights. There was a push by especially by Gateway York Branch members to get it reviewed. We were successful in drawing attention to the issue however the APOC National did not push the issue forward with their counterparts in Ottawa. The national office had a legitimate reason not to pursue it at that time. We need to re-candle and bring the issue of seniority back to the negotiating team.

The lack of specific job description for specific jobs has been a concern for years. The Mister Do It All idea and attitude from the Corporation makes it very difficult for supervisors to get their job done. We all know how it feels

like at appraisal time when you are held accountable for everything including those that are not within your control.

Anthony Medeiros Vice President Sales/Service salesvice@apocyork.ca 416-347-7146

To our associate Sales/Service members I would like to invite you to our next general meeting in Unionville on Sept 15, 2013. Complete Address information is available on www.apocyork.com . Please attend and bring forward any concerns, negotiations for a new collective agreement will be starting soon. York Branch sales are still awaiting the results of the special meeting that National Executives attended here at York office earlier in the year. In regards to staffing we currently have one vacancy (SL2 inside Sales). Also, York Branch elections are currently under way, do not forget to vote. Cheers.

Philip Denny Secretary Treasurer sectrea@apocyork.ca 416-557-8314

Please do not hesitate to notify the York Branch to update your mailing address.

At the end of 2013 year fast approaching, I would like to remind you of the requirements of all APOC members in regards to work activities and related task in your offices. Be professional and respectful at all time to peers, co-workers and customers and Team Leaders. Enclosed are the voting ballots and return envelope for your vote.

- Candidates for York Branch President are, in alpha order: Sandra Burgess, Lance Graham, Jeff Paulin

- Candidates for Gateway Office Vice President are, in alpha order: Stone Blemano and Wendall Quintyne

Please participate in the vote and return the ballots by the Friday, September 13, 2013 closing date. The results of the vote be announced at the September 15th general meeting and in the November 2013 News Letter.

On other matters, please start to formulate your statements and suggestions to be submitted for changes to the York Branch local Constitution & By-Laws. This matter will be on the agenda for discussion at the September and November general meeting. Also, the APOC National Executive will soon be requesting through the APOC Local feed back submissions to be put forward from all members in regards to the Collective Agreement negotiations which will begin in the fall of 2013. It is recommended that all members participate in this very important process. Therefore, it is recommended that each member review the Collective Agreement and make notes on specific articles or sections that they would like to be taken to the table for discussions.

Ian Sullivan Vice President Delivery delvice@apocyork.ca 416-347-7162

Transition from day to day is a burden with piles of work from the day before. To state a few; on going and constant wondering if there is coverage for a co-worker, added tasks and projects depending on the flavour of the month, answering continual complaints daily due to non-coverage. Added frustrations due to not feeling you have been able to accomplish anything during the day which leads to stress, poor eating and sleeping habits, contribute to errors that you can be held accountable for. Sounds like a typical day as a Canada Post Supervisor. At a consultation held earlier this year we were informed that there were 56 vacancies in GTA delivery, this included STDP, LTDP, and true vacancies. Some of these vacancies have been filled but no where near enough to alleviate the overburdening workloads. We collectively run a business, one we hope will make it and grow but, we need the resources to be able to successful accomplish our tasks. Running a business understaffed and overworked has detrimental consequences and effects on members and the customers alike. Moving forward we will continue to ask the hard questions and expect answers. We will continue to work in the spirit of team however we also deserve reprieve and fair treatment witch includes coverage and compensation.

Wayne Burey Vice President T/H/M thmvice@apocyork.ca 416-347-7165

We had our National convention in June and Angela Dunn was elected once again as our DVP. I was fortunate to be elected as alternate DVP for a three year term. We have local elections coming up in September but most of the positions were acclaimed except president and VP of Gateway. I am glad to be representing you again for another term as VP of Trans/MOS/HPM.

In Transportation we have WPDH ready to implement the results of a shift bid. West Transportation and South Transportation are fully staffed except for two members of on STDP. YDC has a vacant OP1 and OP2 position that has yet to be filled.

Learning and Development also has two members of on STDP and continue to provide training required. Fleet training is back with the GTA after being managed under the National office for a while.....

MOS is still going thru the process of filling a few vacant positions, and we hope they will be filled soon.

I want to remind everyone that if you have any questions on any issue please contact me at 416-347-7165 or the Branch office at 905-479-5950 and we will address your concerns. The next York Branch general meeting is September 15, 2013 and I hope to see everyone there. Be safe and enjoy the nice weather.